

Beyond Behavioral Interviewing: The Next Evolution©

It is no longer a war for talent; today it is a war for jobs and hiring practices need to change just as dramatically as the job market has.

For the past 20 years the majority of employers have relied on behavioral interviewing techniques to identify top employees. In today's world, applicants are better prepared than the interviewers. Behavioral questions screen job candidates in highly predictable ways and encourage hiring decisions based more on an applicant's presentation skills rather than on the only reliable predictor of future performance — the person's actual past performance and achievements. Achievement-based interviews and evidence-based selection facilitate quality hiring decisions across-the-board. Participants learn why achievements and evidence are today's most important hiring metrics, how to incorporate these techniques into their selection process, as well as the five specific questions interviewers can use to ferret out important facts and truths about every applicant.

Key learning outcomes:

- Tools to help you hire the best employee (instead of the best applicant)
- Why achievements are more important than interview behaviors
- The most important questions you need to ask every applicant
- How to hire on fact, not feel
- What to test for and how to test for it
- How to get applicants to tell you the truth
- How to tell if your concerns about an applicant are real
- The key to getting references when no one will talk to you

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